

Fitzgerald's
Specialty Lines
&
Insurance Services Positions

SAMPLE REPORT





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Fitzgerald's Specialty Lines & Insurance Services Positions

DATE EFFECTIVE: June 1, 20__

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Introduction

The 20__ Specialty Lines Insurance Positions Survey presents results of Fitzgerald's Compensation Surveys' first annual survey of specialty insurance positions. This new survey covers a broad spectrum of insurance carrier, brokerage, and insurance program services roles providing participating organizations with current benchmark position compensation levels for use annual program planning. The data contained in this report focuses on total direct compensation, including: Annual Base Salary, Annual Incentive Awards, and other forms of direct cash as well as expected value of recent Long-term Incentive grants or awards.

<i>20__ Specialty Lines & Insurance Services Survey</i>	<i>20__</i>
Participants in the survey	19
Number of employees represented	208,680
Average number of employees per company	5,217
Average 2021 Annual Revenue per company	\$19,979 Million
Median 2021 Annual Revenue per company	\$1,427 Million
Number of jobs surveyed	90
Number of jobs reported	56
Effective Date of Salaries	June 1, 20__

Following the completion of the data collection process, statistical analysis, and data cleaning tests were accomplished to validate the appropriateness of received responses. When necessary, participants were contacted by FCS consultants to review position matches, discuss data concerns, and to respond to questions.

To assure provision of meaningful pay data in the survey, the data screening process includes measuring participant input for variability of the data point range (from the highest and lowest data points within the distribution) to the survey job mean/average. Data reflects a normal distribution when approximately 95% of the reported salary values fall within + or - 2 Standard Deviations of the job's mean salary level.



Positions Surveyed

Function Area	Job Code	Job Title	Function Area	Job Code	Job Title
Leadership Positions	101	National/Division President/CEO	Operations & Client Services Positions	600	Operations & Client Services Leader
	105	Top Specialty Lines Business Executive / President		605	Operations & Client Services Manager Senior
	110	Top Specialty Lines Operations Executive		610	Client Services Management Manager Senior
	115	Specialty Lines Operations Senior Manager / Director		615	Client Services Management Manager
Underwriting Positions	200	Top Line of Business(es) Underwriting Executive		617	Client Services Management Assistant Manager
	205	2nd Level Underwriting Officer		619	Client Services Manager Senior
	210	3rd Level Underwriting Officer		625	Client Services Manager
	215	Underwriting Senior Manager / Director		627	Client Services Lead
	220	Underwriting Consultant		630	Client Benefits Administrator Manager
	225	Underwriting with Marketing - Master Level		635	Client Benefits Service Supervisor
				640	Client Benefits Administrator Senior

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Positions Surveyed

(Continued)

Function Area	Job Code	Job Title	Function Area	Job Code	Job Title
	230	Underwriter with Marketing - Specialist Level		645	Client Benefits Administrator
	245	Senior Underwriter		650	Client Benefits Analyst Senior
	250	Underwriter		652	Client Benefits Analyst
Claims Positions	300	Top Claims Executive		655	Senior Field Services Consultant
	305	Top Specialty Lines Claim Executive		660	Field Services Supervisor
	310	Claims Executive TPA Zone	Business Development, Marketing and Sales Positions	700	Top Specialty Lines Business Development Executive
	312	Claims Executive TPA Area		705	Business Development Director
	314	Claims Executive TPA Manager		707	Business Development Manager
	320	Claims Senior Manager / Director		709	Business Development Specialist Senior
	325	Claims Manager / Claims Manager Region		711	Business Development Specialist
	330	Claims Manager / Claims Manager Branch		725	Marketing Director

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Positions Surveyed

(Continued)

Function Area	Job Code	Job Title	Function Area	Job Code	Job Title
	335	Claims Supervisor		727	Senior Marketing Manager
	337	Claims Team Lead		730	Marketing Associate
	340	Claims Practice Specialist Lead		750	Sales Leader Divisional
	345	Claims Practice Specialist Senior		755	Sales Manager Region/District/Area
	347	Claims Adjuster Lead		760	Producer Lead (LOB / TPA)
	349	Claims Adjuster Senior		762	Producer Senior (LOB / TPA)
	352	Claims Adjuster		765	Producer (LOB / TPA)
	354	Claims Representative Associate		770	Sales Administrator
	356	Claims Representative Trainee	Product Development Positions	800	Line-of-Business Product Management Senior Manager / Director
	360	Claims Assistant		805	Line-of-Business Product Management Manager
	361	Claims Operations Supervisor			

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Positions Surveyed

(Continued)

Function Area	Job Code	Job Title	Function Area	Job Code	Job Title
	370	Claims Service Representative	Actuarial Positions	900	Top Specialty Lines Actuarial Executive
	375	Claims Technical Assistant		905	Specialty Lines Managing Actuary
	377	Claims Technical Coordinator		910	Supervising Actuary
	380	Claims Investigator Senior		915	Actuarial Consultant
	382	Claims Investigator		920	Actuarial Specialist
Case Management - Claims Positions	400	Case Management Manager Regional		925	Senior Actuary
	402	Case Management Manager		930	Actuary
	404	Case Management Manager Supervisor		935	Senior Actuarial Analyst
	410	Nurse Consultant Senior		940	Actuarial Analyst
	412	Nurse Consultant	Managed Care Positions	500	Managed Care Manager
413	Brain Resource Nurse	505		Managed Care Specialist Senior	
414	Nurse Consultant - Utilization Review	507		Managed Care Specialist	

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Positions Surveyed

(Continued)

Function Area	Job Code	Job Title	Function Area	Job Code	Job Title
	419	Nurse Consultant - Telephonic Case Management		510	Managed Care Coordinator

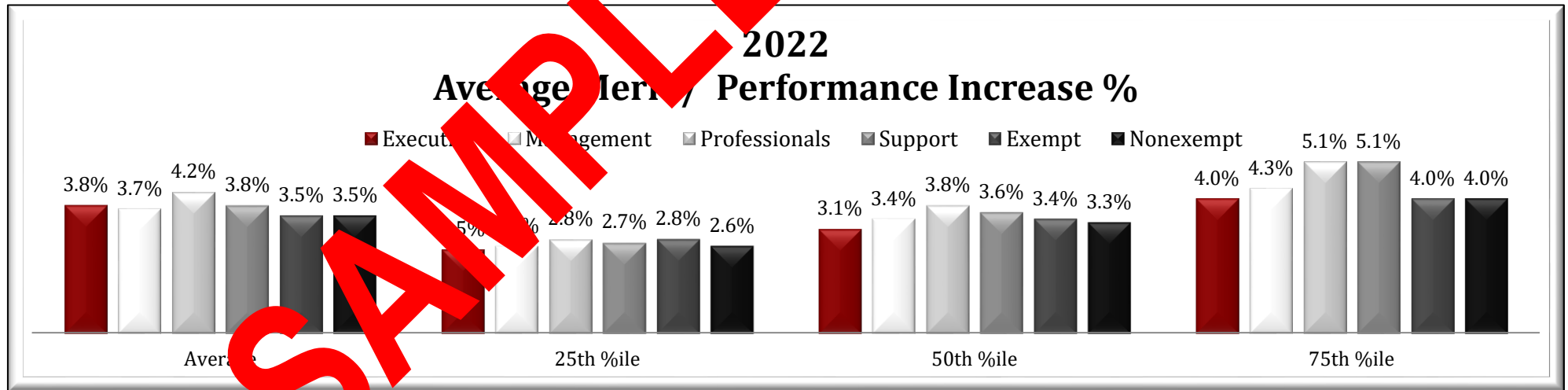
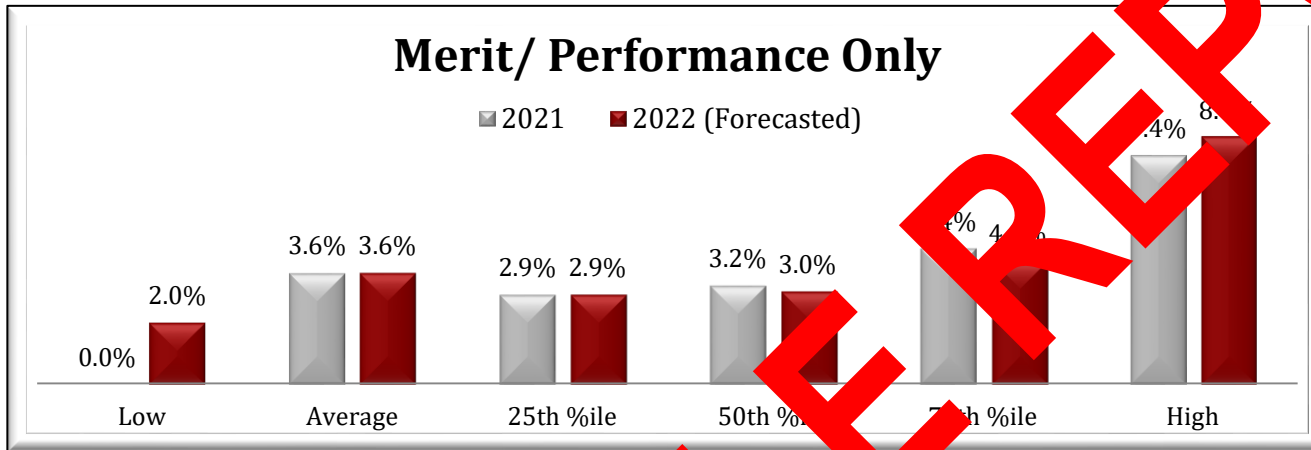
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Company Pay Practices

Pay Increases

Below are two charts that display the base pay increase as percent's.



20_ Specialty Lines Survey Data

101 National/Division President/CEO				Leadership Positions								
Serves as top executive for all Client Services operations, accountable under the direction of the organization's Board of Directors or from Parent Company executive, for the management, and control of the affairs and property of the Client Services division or Company. Assists and advises in the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews and approves company plans and objectives and provides general coordination. Directs overall operations and activities in order to ensure the achievement of current and long-range goals and objectives. Position Requirements: Bachelor's degree or equivalent and 12 or more years related experience.												
	Comp. Count	Inc. Count	Base Salary 25th %ile	Base Salary Average Inc. Wtd.	Base 50th %ile	Base 75th %ile	STI/Bonus \$ Avg Inc. Wtd.	STI/Bonus 50th %ile	Total Cash 25th %ile	Total Cash \$ Avg Inc. Wtd.	Total Cash 50th %ile	Total Cash 75th %ile
All Participants	9	/ 11	\$360,650	\$840,084	\$800,000	\$1,092,034	\$204,187	\$720,448	\$612,909	\$1,715,852	\$1,400,000	\$1,670,448
Property and Casualty: All	7	/ 9	\$321,300	\$786,130	\$800,000	\$1,030,000	\$1,882,524	\$740,895	\$425,817	\$1,778,735	\$1,030,000	\$1,740,895
North Central Region	4	/ 4	--	\$785,138	\$715,000	--	--	--	--	\$905,311	\$915,000	--
Revenue < \$1,000M	5	/ 5	--	\$970,000	\$800,000	--	\$586,172	\$740,895	--	\$2,556,179	\$1,600,000	--
Employees 100 -< 500	4	/ 4	--	\$1,112,500	\$900,000	--	\$1,882,524	\$770,448	--	\$2,995,224	\$1,670,448	--
Employees =>2000	4	/ 6	--	\$626,820	\$360,650	--	--	--	--	\$977,245	\$612,909	--

105 Top Specialty Lines Business Executive / President				Leadership Positions								
Serves as top executive for all Specialty Lines activities and businesses through direct accountability and authority to manage all related business development, underwriting, claim operations, and risk services. Leads operations through research, business planning and development and implementation of ongoing business strategies. Is responsible for multiple specialty lines of business, each of which is headed by subordinate executives. This position is typically a single incumbent position responsible for groupings of specialty lines of business that are similar in nature, having a low volume/high risk profile, and reflecting very complex underwriting requirements. Position Requirements: Bachelor's degree or equivalent and 12 or more years related experience.												
	Comp. Count	Inc. Count	Base Salary 25th %ile	Base Salary Average Inc. Wtd.	Base 50th %ile	Base 75th %ile	STI/Bonus \$ Avg Inc. Wtd.	STI/Bonus 50th %ile	Total Cash 25th %ile	Total Cash \$ Avg Inc. Wtd.	Total Cash 50th %ile	Total Cash 75th %ile
All Participants	9	/ 12	\$386,422	\$398,151	\$375,000	\$450,000	\$330,748	\$223,223	\$432,250	\$712,934	\$585,459	\$902,106
LOB: OSS - Other Specialty Lines	4	/ 7	--	\$344,495	\$342,517	--	\$224,181	\$156,407	--	\$501,422	\$435,963	--
LOB: SSS - Multiple Specialty Lines	6	/ 27	\$271,300	\$368,538	\$369,037	\$447,500	\$212,994	\$217,678	\$419,365	\$554,676	\$550,000	\$651,430
Property and Casualty: All	8	/ 27	\$386,599	\$405,870	\$370,000	\$525,000	\$359,539	\$216,422	\$412,410	\$713,070	\$550,000	\$915,607
North Central Region	4	/ 4	--	\$415,197	\$387,500	--	--	--	--	\$614,440	\$531,216	--
South Central Region	4	/ 11	--	\$372,408	\$352,989	--	\$202,603	\$156,407	--	\$577,284	\$509,396	--
Premiums => \$5,000M	1	/ 1	--	\$386,422	\$352,989	--	--	--	--	\$613,052	\$532,131	--
Revenue < \$1,000M	4	/ 27	--	\$393,593	\$385,000	--	\$343,808	\$260,750	--	\$735,023	\$637,400	--
Revenue < \$100M	1	/ 13	--	\$386,422	\$352,989	--	--	--	--	\$613,052	\$532,131	--
Employees 100 -< 500	1	/ 17	--	\$392,472	\$395,000	--	\$323,030	\$290,000	--	\$753,396	\$765,000	--
Employees => 2000	4	/ 13	--	\$386,422	\$352,989	--	--	--	--	\$613,052	\$532,131	--



Survey LOB Codes

LOB Code	Line-Of-Business Name	Company Count	Inc Count	Job Count
GHP	Health Insurance - Government Sponsored	0	0	0
HHP	Health Insurance - Employer	1	152	22
HMC	Managed Care	1	2	1
IAG	Agricultural	3	418	27
IAV	Aviation	2	33	11
ICX	Construction	4	27	7
IEI	Energy	2	15	7
IER	Entertainment Risk	1	16	8
IFI	Financial Institutions	3	28	11
IGI	Government	0	0	0

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Data Definitions

The following survey definitions apply to field headers as presented within the survey report.

Section: Survey Results

Company Count

The number of survey participant companies reporting data for the indicated position.

Incumbent Count

The number of incumbent employees for which data has been reported by survey participant companies.

Cash & LTI Compensation

The results for the survey broken down into percentages and currency that is displayed in thousands.

Percentiles (%ile)

The values in an array of data ranked from low to high below which falls that percentage (10th, through 90th) of the sample and above which lies the remainder of the sample (10th, through 90th). For Example: at the 25th percentile dollar value, 25% of reported base salaries fall below each percentile value displayed and 75% of the base salaries all above.

Average

The sum of all values reported for a measurement (e.g., base pay, annual incentive, midpoint, etc.) divided by the number of values reported (e.g., the sample size).

Incentive Eligibility

Displays the company percent of eligible and paid and the incumbent percent of eligible and paid in each pay component.



Data Definitions

(Continued)

Percent Incentive Eligible

Reflects the percent of incumbents eligible to receive an annual incentive bonus.

Percent Incentive Paid

Reflects the percent of incumbents that received an incentive bonus.

Base Salary

Reflects the actual annual base pay of full time, regular employees in the job. Does not include overtime or other forms of cash compensation provided for flex-dollars, shift differentials, or other individual cash incentives or rewards.

Pay Component

Presents the percentiles and averages of the Cash & LTI Compensation for the job. It is displayed using the following divisions.

Base Salary - All Participants

Reflects the actual annual base pay of full time, regular employees in the job for all reported incumbents. Does not include overtime or other forms of cash compensation provided for flex-dollars, shift differentials, or other individual cash incentives or rewards.

Base Salary - Incentive Eligible

Reflects the actual annual base pay of full time, regular employees in the job that are eligible for an incentive. Does not include overtime or other forms of cash compensation provided for flex-dollars, shift differentials, or other individual cash incentives or rewards.



Data Definitions

(Continued)

SAMPLE REPORT

Base Salary - Non-Incentive Eligible

Reflects the actual annual base pay of full time, regular employees in the job that are not eligible to receive an incentive. Does not include overtime or other forms of cash compensation provided for flex-dollars, shift differentials, or other individual cash incentives or rewards.

Short-Term Incentive / Bonus Target

A defined opportunity the incumbent has, to annually receive their incentive when the company achieves target goals.

Short-Term Incentive / Bonus Actual

The amount of incentive the incumbent has earned and/or has been paid.

Commissions and Other Cash

Commissions - The total annual amount of earned sales commissions paid for year 2010 sales by the incumbent.

Other Cash - The sum of other forms of cash compensation paid that are not included in the "Actual STI Earned" or in the New-hire Bonus.

Target Total Cash

Is calculated using:
Base Salary + Target Bonus Percentage Amount

Actual Total Cash

Is calculated using:
Base Salary + Actual Bonus Amount + Other Cash and Commissions



Data Definitions

(Continued)

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Long-term Incentive Target

The sum of all LTI target incentives the incumbent is eligible to receive.

LTI Plan Type 1 - Nonqualified Stock / Share Options

Is a calculated value by applying a simple method of valuation by assuming LTI awards have an economic value equal to 33% of the market price of the underlying shares on the date of the grant and is made up of any of the three different LTI Plans listed below:

1. Nonqualified Stock/Share Options (NQSO)
2. Incentive Stock Options (ISO)
3. Stock Appreciation Rights (SAR)

LTI Plan Type 2 - Restricted Stock

Is a calculated value using the incumbent's shares at their estimated full value -- # of Shares Granted times Share Price at the time of grant and is made up of any of the four different LTI Plans listed below:

4. Restricted Stock (RS)
5. Phantom Stock - Full Value (PhS - Full Value)
6. Phantom Stock - Appreciation (PhS-Appr.)
7. Performance Shares (PS)

LTI Plan Type 3 - LTI Cash

Is a calculated value using the cash value of the award at the time the award is made and is made up of the LTI Plan listed below:

8. Performance Units (PU)
- LTI Cash Plans (LTI Cash)



Data Definitions

(Continued)

Actual Total Direct Compensation

Is calculated using:
Base Salary + STI + LTI + Other Cash and Commission

Region

Is divided into six different regions each including a set list of states or US possessions, below specifies the list of regions and the corresponding states/US possession

Northeast

Connecticut, Delaware, Maine, Maryland, Massachusetts, New Jersey, New Hampshire, New York, Pennsylvania, Rhode Island, Vermont

Southeast

Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, Washington DC, West Virginia

North Central

Idaho, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Montana, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, Wyoming

South Central

Arizona, Kansas, Colorado, Louisiana, New Mexico, Oklahoma, Texas, Utah

Western

Alaska, California, Hawaii, Nevada, Oregon, Washington

Caribbean

Puerto Rico, US Virgin Islands



Position Descriptions

Leadership Positions

101 National/Division President/CEO

Serves as top executive for all Client Services operations, accountable under the direction of the organization's Board of Directors or from a Parent Company executive, for the management, and control of the affairs and property of the Client Services division or Company. Assists and advises in the development of policies and objectives, and assures effectiveness of policies throughout the company. Reviews and approves company plans and objectives and provides general coordination. Directs all operations and activities in order to ensure the achievement of current and long-range goals and objectives.

Position Requirements:

Bachelor's degree or equivalent and 15 or more years related experience.

105 Top Specialty Lines Business Executive / President

Serves as top executive for all Specialty Lines specialties and businesses through direct accountability and authority to manage all related business development, underwriting, claim operations, and back services. Leads operations through research, business planning and development and implementation of ongoing business strategies. Is responsible for multiple specialty lines of business, each of which is headed by subordinate executives. This position is typically a single incumbent position responsible for groupings of specialty lines of business that are similar in nature, having high volume/high risk profile, and reflecting very complex underwriting requirements.

Position Requirements:

degree or equivalent and 12 or more years related experience.

Bachelor's

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